

## **GOVERNOR'S COUNCIL ON APPRENTICESHIP & TRAINING**

Wednesday, December 19<sup>th</sup>, 2018  
Buena Vista State Conference Center.  
New Castle, DE  
10:00 a.m.

### **Council Attendees**

John Hagelstein  
Dave Kitto  
Danny Crowe  
Bob Buccini  
Orville Mills

### **Staff Attendees**

Kyle Maguire  
David Beaver  
Jamar Cagle  
John Heinlein  
Fiamma Rago  
Kelsey Sedlacek

### **Guests in Attendance**

Chandlee Kuhn  
Oden Cohen  
Lynn Danner  
Ken Wood

---

### **Minutes**

**Introductions:** John Hagelstein called the meeting to order at 10:09 a.m.

**Minutes:** Minutes of the September 18, 2018 meeting were approved.

**Old Business:** Fiamma Rago talked about expansion, overall. Fiamma said the accelerator grant, which was \$200,000.00, expired on May 31, 2018. She said the accelerator grant was meant to be the planning phase of the expansion. Fiamma then explained that the expansion grant, which was \$800,000.00, is still being utilized. Lastly, Fiamma said the Department of Labor recently received an additional \$968,000.00 from USDOL. She said when the grant was awarded, there were 986 apprentices and as 12/18/2018, there were 1,401 apprentices, which was a 42% increase in apprentices. Fiamma said the original goal was 100 apprentices. Fiamma said that there are new programs being created: diesel, cook program, and welding in Kent County. She said that additional industries that may be interested are childcare statewide, chemical lab techs, insurance, and community health workers. Fiamma explained that there were two RFP's recently awarded for Pre-Apprenticeship, they were DTCC and LEEP. Fiamma explained that the Department has worked on creating a more user friendly website and a quarterly newsletter for employers and jobseekers. Lastly Fiamma explained that apprenticeship has improved the Department's responsiveness with a general email address and phone number.

John Hagelstein asked if an employer is allowed to post job opportunities not related to apprenticeship on the apprenticeship website. Kyle Maguire said that that would not be allowed. Kyle added that the lists on the website are the sponsors and the trades that they sponsor. Kyle said that there is a disclaimer that those companies may not be hiring at that time, but that it gives jobseekers a resource to see who has an apprenticeship program. Fiamma Rago said that the employer could post positions on the newsletter. John asked if a sponsor could post for positions not related to apprenticeship. Kyle said that employers are allowed to post for journey person level positions in addition to apprenticeship positions,

but he would not be able to know if the employer actually hired anyone from that posting. Kelsey Sedlacek said that she can be more specific when she sends the email out asking sponsors if they have hiring needs that they are for registered apprentices or journey level workers, not just any position. John said the concern would be employers undercutting the registered apprenticeship program.

Dave Kitto asked if the Department has actually talked to the insurance industry to see if there was interest. Fiamma Rago said that there was an event for the insurance industry; albeit, a small group of six employers. She said that there was a conversation with those employers as to how that program would look. Dave asked if the insurance industry has recognized apprenticeable occupations. Kyle Maguire said that Delaware would only create programs that are recognized by USDOL.

Kyle Maguire mentioned that apprenticeship is working with Delaware Corrections to create programs for inmates. Kyle said that idea would be for inmates to either have credentials when they get out or, at least, be on their way. Kyle said that Department of Education is partnering with apprenticeship and Corrections. Kyle said that they wanted to try auto in the prisons, but the issue keeps coming up with the testing for the ASE since it requires internet access. Kyle said the good news is corrections already has a wage scale setup and he already spoke to Oliver Cleary about any issues with subminimum wages as it relates to inmates. John asked how some of those programs would work if they required licensing. Kyle said that he has attempted to reach out to Professional Regulation, but that would be an issue that would need to be addressed.

**USDOL:** Ron Leonard was not able to attend

**New Business:** Kyle Maguire handed out the proposed inspection sheet for site and school visits. Dave Kitto suggested that an additional question should be if the apprentice feels that the OJT is truly assisting them to develop their skill. John Hagelstein asked if the inspection and interview sheet are the same. David Beaver said that the form was intended to be simplified for ease of use, rather than having multiple forms.

Kyle presented new outreach material. Kyle pointed out that there are one pagers for the employer and job seekers. John Hagelstein said that he was happy to see the Department developing outreach material since it's been years since they did anything like that. Dave Kitto pointed out that the wage rates on the tri-fold were different than the wage rates on the one pager. John asked if employers would be allowed to post the material on their own website. Kyle said he would ask to make sure it was ok for employers to do so.

Kyle Maguire presented the pre-apprenticeship policies and procedures. John Hagelstein asked if the Vo-Techs reviewed the policies. Fiamma Rago said that they did. Fiamma said that the Policies and Procedures would be published on the apprenticeship website in January. Fiamma added that the definitions mostly come from USDOL. Dave Kitto asked if Delaware deviated from the federal outline of pre-apprenticeship. Fiamma said that Delaware did not because Delaware wanted to stay aligned with USDOL. John asked if the Vo-Techs would be ok with giving advanced standing. Fiamma said the Vo-Techs are open to it. Kyle said that the Vo-Tech Adult Ed programs offer advanced standing to Vo-Tech high school graduates. Lynn Danner said that between HVAC and Electrical, maybe five to six high school graduates took advantage of that benefit.

**Departmental Reports:** Kyle Maguire provided a month-to-month summary of activity

## **Apprentices Monthly Report Summary**

Monthly Reports (September, October, November)

## **Sponsors Monthly Report Summary**

Monthly Reports (September, October, November)

**Public Comments and Issues:** Chandlee Kuhn from the Office of Work-Based Learning at DTCC explained that she was working with Delaware Pathways. She said it seems that both programs are running parallel. Chandlee said her Office deals specifically with employer engagement. Chandlee said she would like to meet with everyone about further collaboration. She said DTCC just completed a one pager for pathways and that they are starting outreach all the way down to the fifth grade level. Chandlee said that she was running into the same things as Kyle mentioned about parents and students not knowing about work-based learning opportunities. Chandlee said that they are creating industry councils; the first one being the healthcare industry. Chandlee said in the spring there will be an IT industry council meeting and in the fall, a construction industry council. Chandlee said that John Hagelstein or Kyle Maguire may be interested in having someone participate in the executive committee for construction. Dave Kitto asked if the Junior Achiever's is shifting toward blue collar work because it hasn't been that way, historically. Chandlee said that they are talking Delaware pathways which is really good. She said 50% of 5<sup>th</sup> graders go to junior achiever. Chandlee said there is a branded Delaware Pathways in Biz Town for student to see what pathways they may be interested in.

**Miscellaneous:** Kelsey Sedlacek updated the council on Nation Apprenticeship Week. Kelsey said that all three counties had job fairs for apprenticeship. Kelsey said Kent County had the best turn-out with over 100 jobseekers, Sussex only had 15 jobseekers, and New Castle had close to a dozen. Kelsey said that New Castle may have had a low turnout due to it being a rain-date due to snow. Kyle Maguire said that he is skeptical of doing another job fair specifically for apprenticeship next spring due to low turnouts. He said he's worried that employers will not want to participate if they keep seeing such low numbers. Kyle said outreach will be very important for next fall's job fairs. John Hagelstein asked if apprenticeship has emails for all apprentices. Kyle said they did not, but that there was a spreadsheet for jobseekers interested in receiving information about apprenticeship.

Kyle said he talked to Ron Leonard about having a dual USDOL and DEDOL seal. Kyle said apprenticeship was not allowed to use the USDOL seal. John said that he has a meeting in February and will ask about the seal.

**Adjourn:** Meeting adjourned at 11:26 a.m.

### **Next Meeting**

**June 18, 2019**

Buena Vista, DuPont Room

Wilmington, Delaware

10:00 a.m.